



Faculty of Cognitive Sciences and Human Development

**A STUDY OF POLICE WOMENS' CAREER ADVANCEMENT
IN IBU PEJABAT KONTINJEN SARAWAK**

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**Bachelor of Science with Honours
(Human Resource Development)**

2015

UNIVERSITI MALAYSIA SARAWAK

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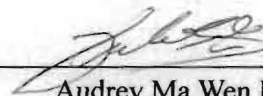
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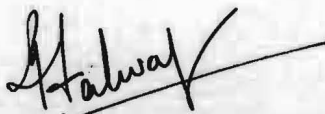
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**A STUDY OF POLICE WOMENS' CAREER ADVANCEMENT IN IBU
PEJABAT KONTINJEN SARAWAK**

AUDREY MA WEN FONG

This project is submitted in partial fulfillment of the requirements for a
Bachelor of Science with Honours
(Human Resource Development)

Faculty of Cognitive Sciences and Human Development
UNIVERSITY OF MALAYSIA SARAWAK

2015

The project entitled "A Study of Police Womens' Career Advancement in Ibu Pejabat Kontinjen Sarawak" was prepared by Audrey Ma Wen Fong and submitted to the Faculty of Cognitive Sciences and Human Development in partial fulfillment of the requirements for a Bachelor of Science with Honours (*Human Resources Development*)

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ACKNOWLEDGEMENT

Thanks GOD. Thanks for His blessing and guidance throughout the completion of my final year project. Without Him, I may lose my direction, passion and strength to complete my project.

Then, I would like to express my deepest appreciation and sincere gratitude to my project supervisor Professor Madya Dr. Prashant Talwar for his continuous support and guidance throughout this project, for his motivation, enthusiasm, patience and immense knowledge. His guidance has helped me in conducting this project and writing the thesis.

Special thanks to my project evaluator, Dr. Hasbee, for his encouragements, valuable comments, challenging questions, and his patience in evaluating this project.

To my beloved friends Shinn Meei and Keh Yue, I thank you for your support in writing my thesis throughout challenging times. Their words of wisdom and whole-hearted encouragement were well timed and greatly appreciated. Besides that, I would show my appreciation to Kor Suksis Unimas, for the continuous guidance in my project.

Last but not least, thank you to my lovely family for their continuous support with care and love.

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ABSTRACT

A STUDY OF POLICE WOMENS' CAREER ADVANCEMENT IN IBU PEJABAT KONTINJEN SARAWAK

Audrey Ma Wen Fong

This study aims at identifying the factors that contribute to police womens' career advancement in Ibu Pejabat Kontinjen Sarawak. This study followed a quantitative approach where questionnaires in the form of five Likert Scale were used to collect data from respondents. The study has 83 respondents of sample size. The Statistical Package for Social Science (SPSS) version 20.0 namely descriptive statistic is used to analyze the data collected from the respondents. The relationship between equality of treatment, work pressure, flexible working procedures, job satisfaction and police women's career advancement was examined using Pearson Correlation Coefficient analysis. The result shows all of independent variables have a significant relationship with police womens' career advancement. The multiple regression result obtained indicated that equality of treatment is not dominant factor for police womens' career advancement. The recommendations for organization, human resource practitioners, police women and future researchers were also further discussed.

ABSTRAK

KAJIAN TENTANG KEMAJUAN KERJAYA ANGGOTA POLIS WANITA DI IBU PEJABAT KONTINJEN SARAWAK

Audrey Ma Wen Fong

Kajian ini bertujuan untuk mengenal pasti faktor-faktor yang menyumbang kepada kemajuan kerjaya anggota polis wanita di Ibu Pejabat Kontinjen Sarawak. Kajian ini diikuti pendekatan kuantitatif di mana borang soal selidik dalam bentuk Skala Likert lima telah digunakan untuk mengumpul data daripada responden. Kajian ini mempunyai 83 responden daripada saiz sampel. Pakej Statistik untuk Sains Sosial (SPSS) versi 20.0 statistik iaitu deskriptif digunakan untuk menganalisis data yang diperolehi daripada responden. Hubungan antara persamaan rawatan, tekanan kerja, prosedur kerja anjal, kepuasan kerja dan kemajuan kerjaya anggota polis wanita diperiksa menggunakan Pearson analisis Korelasi Pekali. Hasil kajian menunjukkan semua pembolehubah bebas mempunyai hubungan yang signifikan dengan kemajuan kerjaya anggota wanita polis. Hasil regresi berganda yang diperolehi menunjukkan bahawa kesamarataan layanan bukanlah faktor dominan untuk kemajuan kerjaya anggota polis wanita. Cadangan-cadangan untuk organisasi, pengamal sumber manusia, anggota wanita polis dan penyelidik pada masa hadapan juga dibincangkan dengan lebih lanjut.

CHAPTER 1

INTRODUCTION

1.0 Introduction

This chapter emphasizes on quantitative study in police womens' career advancement. There are nine sections in this chapter. The first section is the background of study which is followed by problem statement. The next section highlighted on the research objectives. The fourth section presented on the hypothesis formulated based on the research objectives. The next section showed the conceptual framework and followed by definition of all terms used in this study. The seventh section is about the significance of study while the last section explained on the limitations of study. This chapter ended with a brief conclusion section summarizing all the important points being discussed.

1.1 Background of Study

The Royal Malaysian Police known as Polis Diraja Malaysia (PDRM) is an essential branch of security force in Malaysia. The PDRM is led by an Inspector General of Police (IGP) and currently the post is held by Tan Sri Khalid Abu Bakar. Its headquarters is located at Bukit Aman, Kuala Lumpur. According to PDRM official website, PDRM consists of 112,145 officers and members. Police force in Malaysian is a centralized organization structural. It has a variety of role that ranges from traffic controls, general duties to intelligence. PDRM is divided into eight main departments, made up of Management, Criminal Investigation department, Narcotic Crimes Investigation department, Logistic department, Internal Security and Public Order department (KDN/KA), Special branch, Commercial Crime Investigation department, and a newly formed department, Special Task Force. These departments are headed by directors with the rank of Police Commissioner.

“Zaharah Rautin, Raja Nor Jasmi Raja Shahar Shah, Ng Lee Sin, Emily Koshy, Irene Lee Saw Leng, Khairunisa Karim and Lee Yoke Lin”, are the pioneers of female police force in Malaysia, which was officially established on August 1, 1955. It is thus recognizing the role of women in protecting the country according to Selamat Sainayune (2007). In 1955, a group of Ordinary Police Women consisting of 7 people Inspector Trainee policing underwent basic training for eight months together with Probationary Inspector men in Police Training Centre, Jalan Gurney, Kuala Lumpur. The first group of police Ordinary Women is very important to the history of our Police Force. Capabilities as well as their success in policing basic training for eight months had prompted the government to establish the police women and neatly arranged as part of the Royal Police Force as a whole. On August 1, 1956, a group of 56 people Constable female recruits were recruited to undergo basic training for six months policing also at the Police Training Centre, Kuala Lumpur. When the training was completed in March 1957, 54 people have been successful. With a practiced group of police recruits are women, and with 7 employees rank of Inspector. Therefore, ordinary police women branch established.

Involvement of women in national policing institutions actually began on June 23, 1948. This is because a large number of women were involved in the movement of the Communist Party of Malaya (CPM) during the emergency 1948. Mata-Mata Special Women or Special Constabulary (SC) women received so well, especially among those living in rural areas. SC members were assigned to women at the entrances and exits of new villages. They perform

their duties with the police and SC man. Their task is to run as Inspecting Officer or Women Searcher against women and children. Before the establishment of SC women, these tasks were formerly carried out by the wives of police and civilians who were appointed as examiners women.

Formal establishment of the Women's Regular Police have started from August, 1955. Initially, an Assistant Superintendent of Police, from Hull City Police, London was seconded to assist the Police Federation of Malaya in the areas of personnel selection, training needs and to lead a team of women police. The original purpose of the establishment of the Women's Police force is to address some policy issues pertaining to children and women who are detained at the police action. This include tasks control, inspect and accompanying persons to detain women or children, tasks Enquiries Office, presentation of the warrant and a summons in connection with the duties of women and prevent vice.

But now, police women service have extended to the Criminal Investigation Department, Special Branch, Branch Traffic Police, General Duties Branch, Bands, and Branch Computer, even to branches more rugged and challenging the Federal Reserve Police and the Police. Indeed, the group of seven people Inspector of Police coach Ordinary Women had pioneered the way for the establishment of the Women's Police Force. Role of the police women today are not only to maintain and ensure the dignity of women involved in the actions of the police alone, but also to maintain and ensure the safety and security of the country as a whole.

1.2 Problem Statement

Policing has always been viewed as a male-dominated profession. Janat (1993) proposed that women start to work in Malaysian public service in the year of 1903. Although women are increasing in their number in entry level and mid-manager position but there is still lack of numbers of women who are able to advance their rank in policing field. According to Moore (2002), the police women may also experience policies that are often designed generally and specifically for males.

Generally, women play a role to perform primary care-giving to their children and family. Gender discrimination at the workplace has long been a debated issue (Bernard & Laband 1995, Lazear & Rosen 1990, & Arrow 1971). Doubts about the physical capabilities of

policewomen, along with suggestions they present a risk to their male colleagues, leads to doubts about their status in policing (Jones 1986, 134). Perception of female are always not being strong and positive enough for operational policing and this discrimination is due to negative perception about police women's abilities. Similarly, police women were considered unsuitable, because they were unable to deal with danger, could not command authority and should not be exposed to the often degrading side of police work (Heidensohn 1992, 200; Young 1991, 207).

Gender roles can influence all types of behavior including choice of work and career development (Maimunah, 2007). Women nowadays have freedom to choose what kind of job they want to do in order to earn living. In fact, the recruitment process in police work continues to project the image of policing as a masculine line of work and only women who can live up to these masculine demands are allowed to proceed in the hiring process (Martin, 1991). In order for police women to advance their career, police women have to work harder to show to their male counterparts that they are capable in doing their task. Adapting masculine values will be an advantage for women in order to get promotion which lead to their career advancement.

Despite professional eligibilities and ample opportunities, female employees are not aptly represented in the higher corridors of organizational power (Pillai, Prasad & Thomas, 2011). Although there has been a steady growth in the number of women recruitment in police force, but the promotion opportunities for women remains restricted. A working culture where "male dominant" profession is prevalent since long years ago and this inhibits the promotion of female in policing.

There are several studies that highlight the issues of gender discrimination among the police force in different parts of the world. In Malaysia, there are no known studies to highlight this issue, therefore this study aims at finding out the extent of the problems faced by police women in Malaysia.

1.3 Research Objectives

The objectives of this study are outlined as general objectives and specific objectives.

1.3.1 General Objective

The objective is to study the police women's career advancement in Ibu Pejabat Kotingen (IPK) Sarawak.

1.3.2 Specific Objectives

1. To find out if there is a relationship between equality of treatment and police womens' career advancement.
2. To find out if there is a relationship between work pressure and police womens' career advancement.
3. To find out if there is a relationship between flexible working procedure and police womens' career advancement.
4. To study the level of job satisfaction among police women.

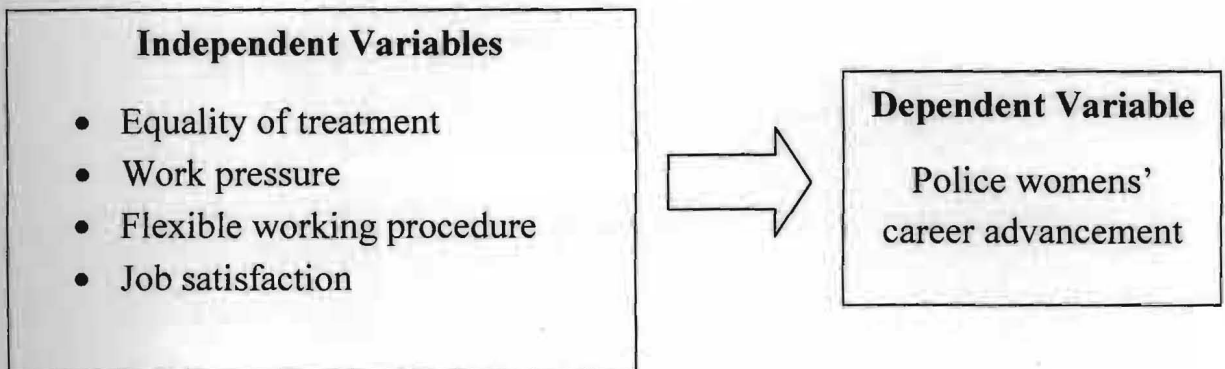
1.4 Hypothesis

1. H01: There is no significant relationship between equality of treatment and police womens' career advancement.
H1: There is a significant relationship between equality of treatment and police womens' career advancement.
2. H02: There is no significant relationship between work pressure and police womens' career advancement.
H2: There is a significant relationship between work pressure and police women's career advancement.
3. H03: There is no significant relationship between flexible working procedure and police womens' career advancement.
H3: There is a significant relationship between flexible working procedure and police womens' career advancement.
4. H04: There is no significant relationship between job satisfaction and police women careers' advancement.
H4: There is a significant relationship between job satisfaction and police womens' career advancement.

1.5 Conceptual Framework

For developing the research hypothesis, this conceptual framework will be used as a fundamental. Based on Figure 1, the conceptual framework including four independent variables and their relationship with the dependent variables will be tested.

Figure 1.1: Conceptual Framework



1.6 Definition of Terms

This section defined all the terms used in this study. Every term involved is conceptually and operationally defined.

1.6.1 Career advancement

Conceptual definition:

Career advancement is one of the most important elements for employee satisfaction and retention at a company. According to Newman (1993), career advancement is a consequence of individual, socio-psychological, and organizational factors. Women police nowadays are no longer restraining themselves to only fulfill the feminine role in police works, they are more ambitious for seeking career advancement than before (Coffey et. al., 1992; McKenzie, 1993).

Operational definition:

In this study, career advancement is the dependent variables which refer as the factors that contribute to police womens' career advancement in formal progress.

1.6.2 Equality of treatment**Conceptual definition:**

Police work was not regarded as women's work, the attitudes of male colleagues was biased and policewomen were not regarded as full or equal members of the workforce (Jones 1986, 11-3).

Operational definition:

In this study, equality treatment means a situation in which everyone receives the same fair treatment at work.

1.6.3 Working pressure**Conceptual definition:**

According to Melanie (2005), workplace stress has been shown to have a detrimental effect on the health and wellbeing of employees, as well as a negative impact on workplace productivity and profits.

Operational definition:

In this study, working pressure refers to the frequent and on-going stressors in their police work itself such as role conflict (e.g. apprehension of criminals while needing to maintain their rights), irregular work schedule, dangerous inherent in the profession, inability to resolve and close many problems in the community and so on.

1.6.4 Flexible working procedure

Conceptual definition:

Flexible working can benefit a wide range of people from those with a caring responsibility through to those who may simply prefer a better work/life balance. A recent study confirms that women are taking the advantage of flexible work arrangements in order to meet their career goals and manage the complexity of other duties (Shapiro et al., 2007).

Operational definition:

In this study, flexible working procedure provides the facilities where the existing arrangements may be insufficient to cater for a police woman's needs. It includes the opportunity to alter working patterns to assist in achieving greater flexibility.

1.6.5 Job satisfaction

Conceptual definition:

Job satisfaction is important to police force. As defined by Locke (1976), job satisfaction is a positive state originating from the appraisal of someone's work or work experiences. Positive changes in working groups, supervision, incentives, and the work itself can increase the productivity and the quality of services in organizations (Argyle, 1972). However, job satisfaction can lead to lower productivity, efficiency, effectiveness and poor employee morale (More et. al., 2006).

Operational definition:

In this study, job satisfaction is referred to as how satisfied police officers are with their jobs. In other words, police women tend to be happier when they are properly utilized in their job. Female officers who are treated equally for special tasks as do the male officers in their department consist of a higher level of job satisfaction. Hence, opportunity as well as actuality correlates with job satisfaction.

1.7 Significant of study

This study makes a significant contribution to generate knowledge about the factors that contribute to police women career advancement. It is anticipated that the result would be useful especially to police women to create a better understanding and positive attitude towards their career opportunities and advancement as a police women. There has been a lack of investigation into policing area especially policewomen regarding career advancement while most people viewed policing as a male occupation.

The roles of women to work in police were quite limited; typically, they were assigned to work with victims of sexual crimes, juvenile, female offenders, missing persons, and abused children (Sulton & Townsey, 1981). Police women always been assigned to handle into unit such as child, community relations, domestic violence and abuse, which are always categorized as female units. Policewomen play an important role in addressing sexual and gender based violence which probably affects women and children. This is because women victim will be more comfortable and trust female officers when facing the gender-based violence cases. In other words, compared to male officer, female police officer provide a greater sense of security to public, especially children and women.

Women in policing are believed more suitable to handle those domestic disputes, domestic violence, and sexual assault cases to protect women's right. There is a strong argument that female victims of crime, in particular, should have access to female officers (Natarajan, 2008). This will directly encourage more female victims to report such incidents to the police because their will felt confident when they will be treated seriously. The research evidence is also fairly strong in showing that increased female participation in policing will lead to reduced complaints and reduced misconduct - including less reliance on the use of force (Corsianos, 2011; National Center for Women and Policing, 2002).

There is also potential for police women to make a major contribution to improving security and prosperity in developing nations through participation in peacekeeping missions and as part of the professionalization of Indigenous policing (UN-INSTRAW, 2007; UNDP, 2007). Hence, increasing the recruitment of women in policing would improve all of this bad situation and combating crime. Greater feminizing influences on the police culture may criminalize certain actions such as rape in marriage, or wife beating (Heidensohn, 1992). However, the point made by several analysts of this research is that at best, these comparative studies show that women can do the job as defined by men (Morash and Greene, 1986; Heidensohn 1994).

Furthermore, this study is very helpful for PDRM to develop a new hypothesis to the research problem in the context of what is the current progress of police women in Malaysia. Deputy Inspector General of Police Datuk Seri Mohd. Bakri Mohd. Zinin (from Utusan online, 2013) said that after 56 years with the police woman, there's no denying this group of services is very important and significant to the excellence of the Royal Malaysian Police. In addition, he also mentioned to recognize and appreciate their contribution, leadership is paying attention and cooperate on issues of recruitment and career advancement of women police.

1.8 Limitation of study

There are several limitations in the research which included constraint of geographical coverage. Since the study is conducted in Sarawak, the result can only represent the viewpoint of policewomen in Sarawak context. This is simply because other country has different operational structure in policing system which might lead to different career advancement contribution. Besides, people from different countries have different culture which might lead to different factors that contribute to policewomen. Hence, the result obtained from this study might not be appropriate to utilize as the assumption for the viewpoint of all members of police over the world.

Besides that, questionnaires are used for data collection in this study due to the reason that they are simple and convenient for fast data collection. However, some additional data or information could be omitted because the targeted respondents are restricted to the certain range of answer provided in the distributed questionnaires. The additional information can only be obtained through qualitative data such as observation and in-depth interview. Therefore, the combination of quantitative and qualitative method is crucial for more reliable and accurate finding. However it is impossible to implement both methods within limited time period.

Moreover, this study only focuses on police force and it does not represent the situation faced by women in other security force such as military force, Malaysian civil defense force and so on. Different types of security force have different factors that contribute to career advancement among its members.

1.9 Conclusion

In conclusion, this chapter has discussed about the background of study, problem statement, research objectives, hypothesis, definition of terms, significance of the study, and limitations of the study. The objective of this research is to identifying factors that contribute to police women in IPK Sarawak. The next chapter will discuss about the literature review of study.